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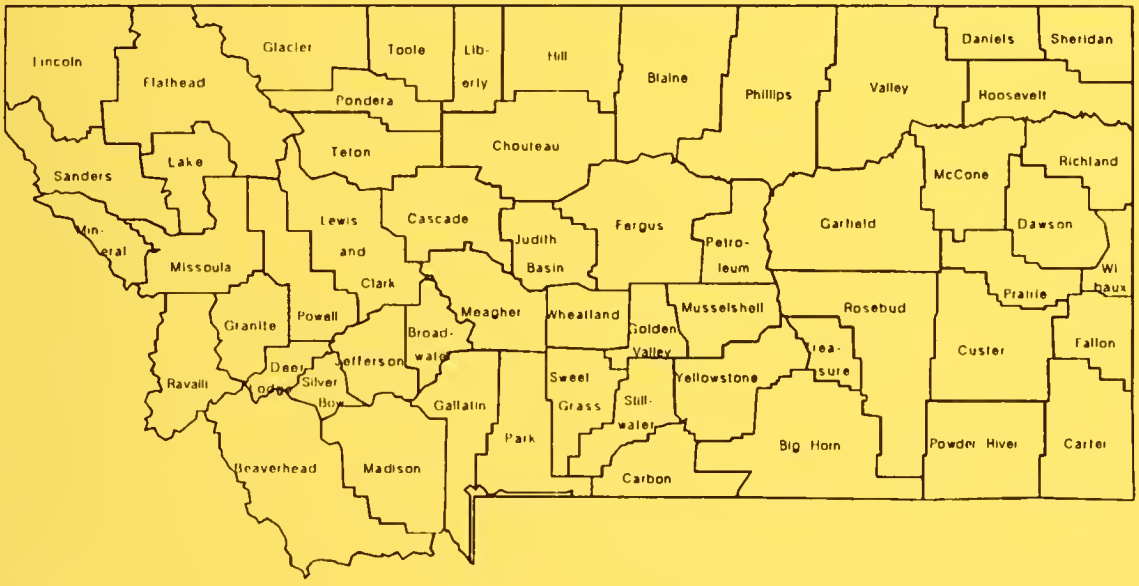
Montana Prevailing Wage Rates

Services - 1993



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MONTANA PREVAILING WAGE REQUIREMENTS

The Commissioner of the Montana Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 Montana Code Annotated, has determined the standard prevailing rate of wages for the occupations listed in this publication. The wages herein specified are controlling as to the prevailing rate of wages for the purposes of 18-2-401, et seq., Montana Code Annotated. It is incumbent upon each employer to pay, as a minimum, the rate of wages including fringe benefits for health and welfare, pension contributions, vacation, training, travel allowance and per diem, applicable to the locality in which the work is being performed, provided in the attached wage determinations.

Apprentices

Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. However, apprentices not registered in approved federal or state apprenticeship programs will be paid the prevailing wage rate.

Fringe Benefits

Section 18-2-405 of the wage and hour laws states that..."whenever the employer is not signatory to a collective bargaining agreement, those monies designated as fringe benefits shall be paid to the employee as wages." This section does not apply to that portion of the prevailing wage designated by the Montana Department of Labor and Industry as health, welfare, or pension benefits which the employer would otherwise contribute to federally approved Employment Retirement Income Security Act (ERISA) plans. For services occupations the vacation

benefit amount is included in the prevailing wage rate. The vacation amount is listed under benefits for informational purposes only. Vacation can be deducted from the wage rate, after taxes, provided the employer is signatory to a collectively bargained agreement which contains a vacation fund and the benefit is then paid into the fund. If an employer is not signatory to a collectively bargained agreement, the employer must pay the full prevailing wage amount with no deduction for vacation. Vacation benefits are not to be considered a part of the hourly rate of pay for overtime purposes. The other fringe benefits (health and welfare, pension, apprenticeship training, travel and per diem) are to be paid in addition to the prevailing wage rates.

Posting Notice of Prevailing Wages

Section 18-2-406, Montana Code Annotated, provides that contractors, subcontractors and employers who are performing work or providing services under public works contracts as provided in this part shall post in a prominent and accessible site on the project or work area, not later than the first day of work, a legible statement of all wages to be paid to the employees on such site or work area.

Employment Preference

Section 18-2-403, Montana Code Annotated requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works projects.

Prevailing Wage Schedule

Employers are surveyed biennially to determine prevailing wage rates. This publication covers only service industries in the specific district mentioned herein. Building construction and heavy-highway industries will be surveyed in alternate years and the current rates for these occupations will remain in effect until then. The prevailing rates publications dated August 15, 1992 should be consulted to determine rates for build-

ing construction and heavy-highway occupations until such time it is superseded by a more current publication.

Computing Travel Benefits

Travel pay, for the purposes of services public works projects, shall be determined by measuring the road miles over the shortest practical maintained route from the county courthouse of the following cities or the employee's home, whichever is closer, to the center of the job. Each city shall be considered the point of origin only for jobs within that district (as shown below):

District 1 - Kalispell
District 2 - Missoula
District 3 - Butte
District 4 - Great Falls
District 5 - Helena
District 6 - Bozeman
District 7 - Lewistown
District 8 - Billings
District 9 - Glasgow
District 10 - Miles City

Definition of Services

For the purposes of Prevailing Wage, the Commissioner of Labor has determined that Services are defined to be those performed by a person engaged in a recognized trade or craft, or any skilled, semi-skilled, or unskilled manual labor related to the maintenance, repair, or construction of a public building or facility, and does not include engineering, superintendence, management, office or clerical work.

Prevailing Wage Districts

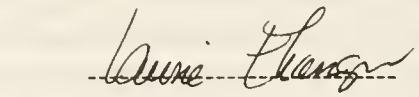
Montana counties are aggregated into ten districts for the purpose of prevailing wage. Following the description is a map showing these districts.

District 1 -Flathead, Lake, Lincoln, Sanders

District 2 -Mineral, Missoula, Ravalli
District 3 -Beaverhead, Deer Lodge, Granite, Madison, Powell, Silver Bow
District 4 -Blaine, Cascade, Choteau, Glacier, Hill, Liberty, Pondera, Teton, Toole
District 5 -Broadwater, Jefferson, Lewis and Clark, Meagher
District 6 -Gallatin, Park, Sweetgrass
District 7 -Fergus, Golden Valley, Judith Basin, Musselshell Petroleum, Wheatland
District 8 -Big Horn, Carbon, Rosebud, Stillwater, Treasure, Yellowstone
District 9 -Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan, Valley
District 10-Carter, Custer, Dawson, Fallon, Prairie, Powder River, Wibaux

Assistance

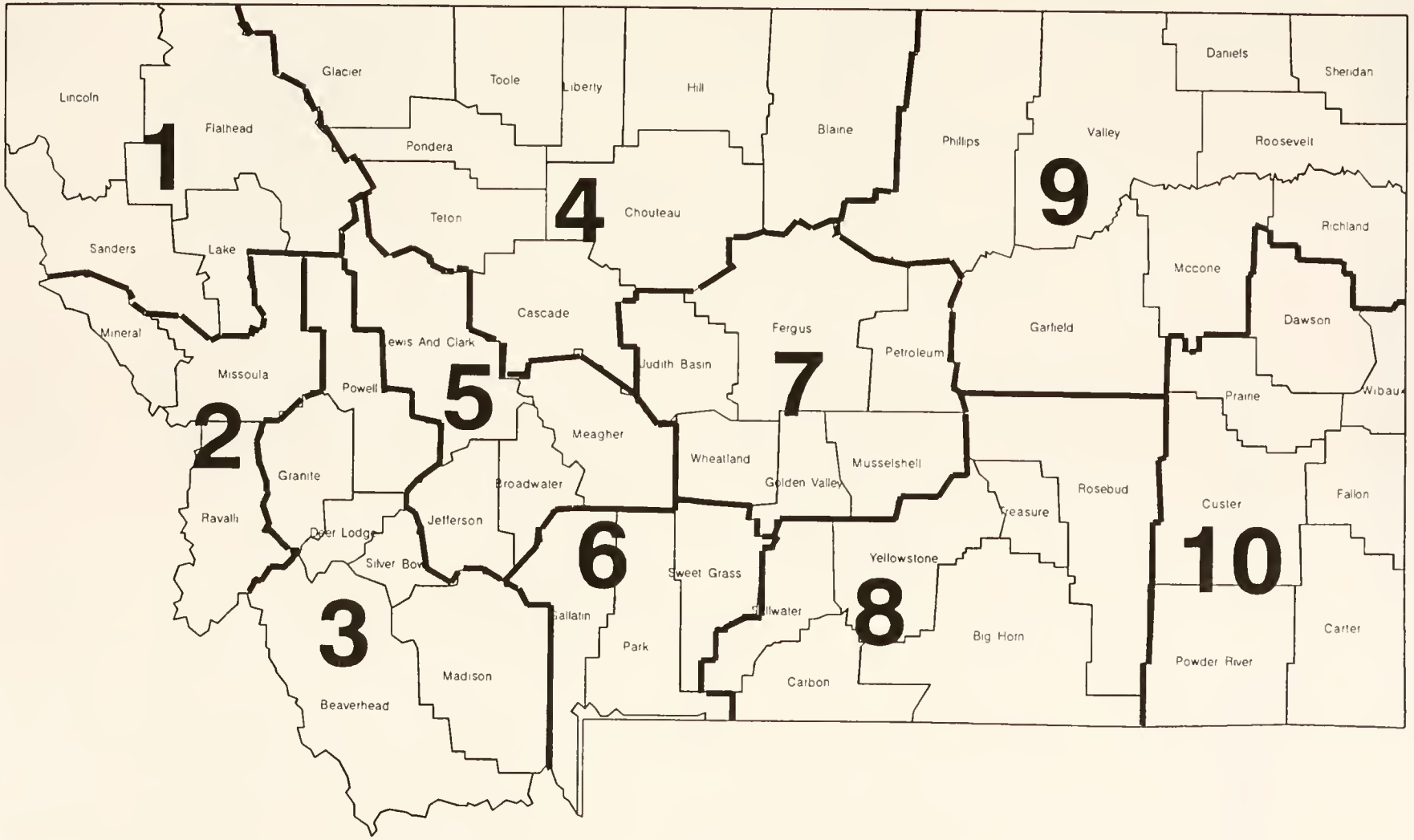
Inquiries about the Montana prevailing wage law or rates should be directed to the Department of Labor and Industry, Employment Relations Division, P.O. Box 1728, Helena, Montana, 59624, (406) 444-5600.



LAURIE EKANGER
Commissioner
Department of Labor and Industry
State of Montana

Date of Publication: July 1, 1993

Montana Prevailing Wage Districts

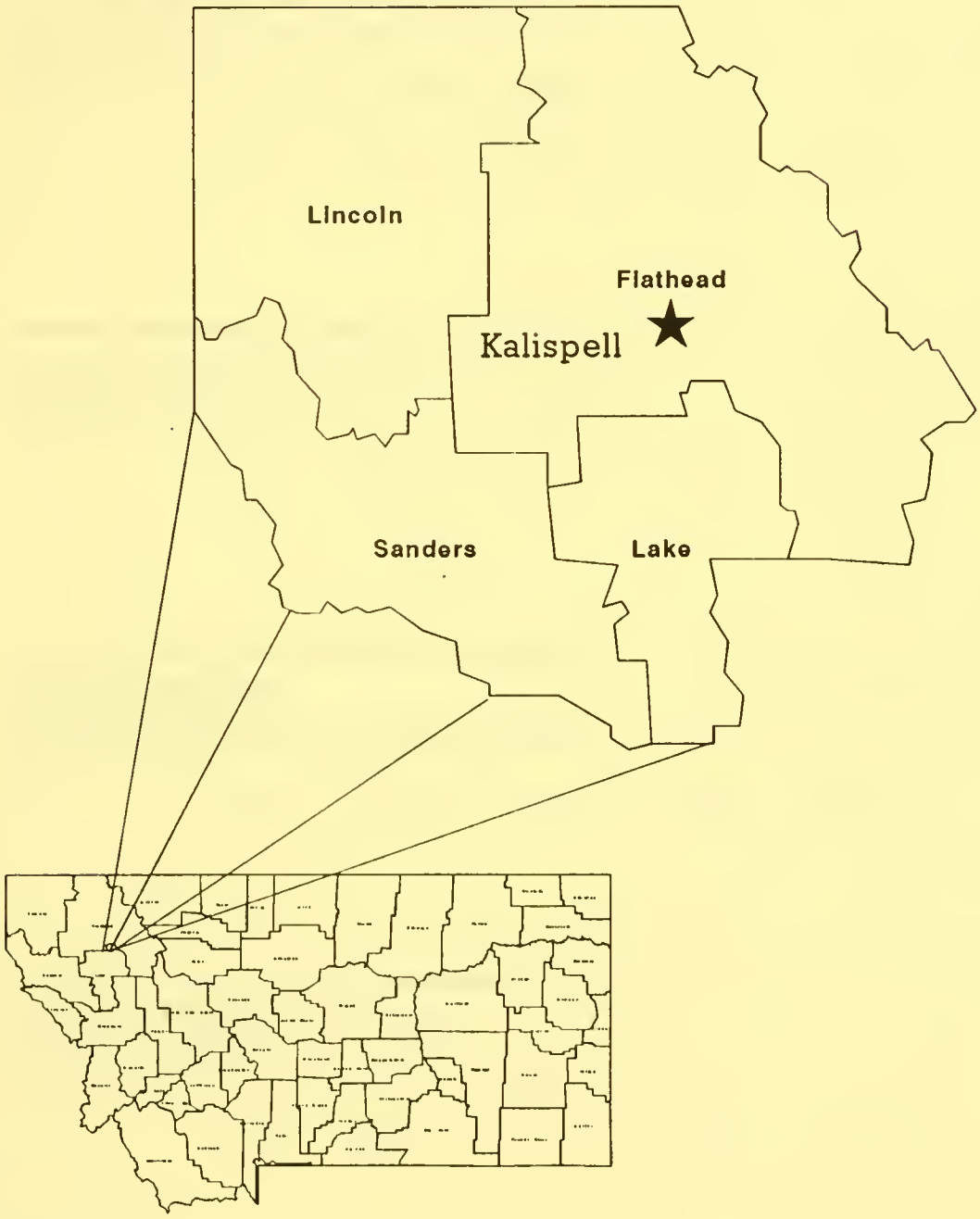


Research and Analysis Bureau
Research, Safety and Training
Department of Labor & Industry

DOF

Prevailing Wage Rates

District 1 - Kalispell



NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 01 - KALISPELL							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	7.48	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	6.50	0.45	0.00	0.46	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	9.57	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 01 - KALISPELL *							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER * DOT CODE - 828.281-010 *	9.87	0.72	0.00	0.99	0.38	NONE	NONE
JOB TITLE - FOREST WORKER * DOT CODE - 452.687-010 *	11.78	0.12	0.12	0.12	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR * DOT CODE - 909.687-010 *	11.76	0.00	0.00	0.23	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER * DOT CODE - 406.684-014 *	6.39	0.00	0.00	0.00	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 01 - KALISPELL							
JOB TITLE - JANITOR-BUILDING MAINTENANCE DOT CODE - 382.664-010	9.37	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR DOT CODE - 381.137-010	7.62	0.68	0.00	0.49	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER DOT CODE - 929.687-030	6.43	0.73	0.25	0.16	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE DOT CODE - 620.261-010	11.19	0.25	0.03	0.27	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 01 - KALISPELL *							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT *							
DOT CODE - 620.261-022 *							
	11.93	0.64	0.00	0.66	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER *							
DOT CODE - 633.281-018 *							
	10.64	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER *							
DOT CODE - 408.381-010 *							
	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC *							
DOT CODE - 823.261-018 *							
	10.03	0.00	0.00	0.48	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 01 - KALISPELL							
JOB TITLE - SECURITY GUARD DOT CODE - 372.667-034	6.86	0.00	0.00	0.06	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK DOT CODE - 899.684-014	11.42	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC DOT CODE - 624.361-014	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER DOT CODE - 729.281-046	17.72	0.00	0.00	0.00	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 01 - KALISPELL *							
JOB TITLE - TELEVISION AND RADIO REPAIRER *							
DOT CODE - 720.281-018 *							
	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER *							
DOT CODE - 862.684-034 *							
	7.66	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR *							
DOT CODE - 381.687-014 *							
	5.49	0.45	0.00	0.15	0.00	NONE	NONE

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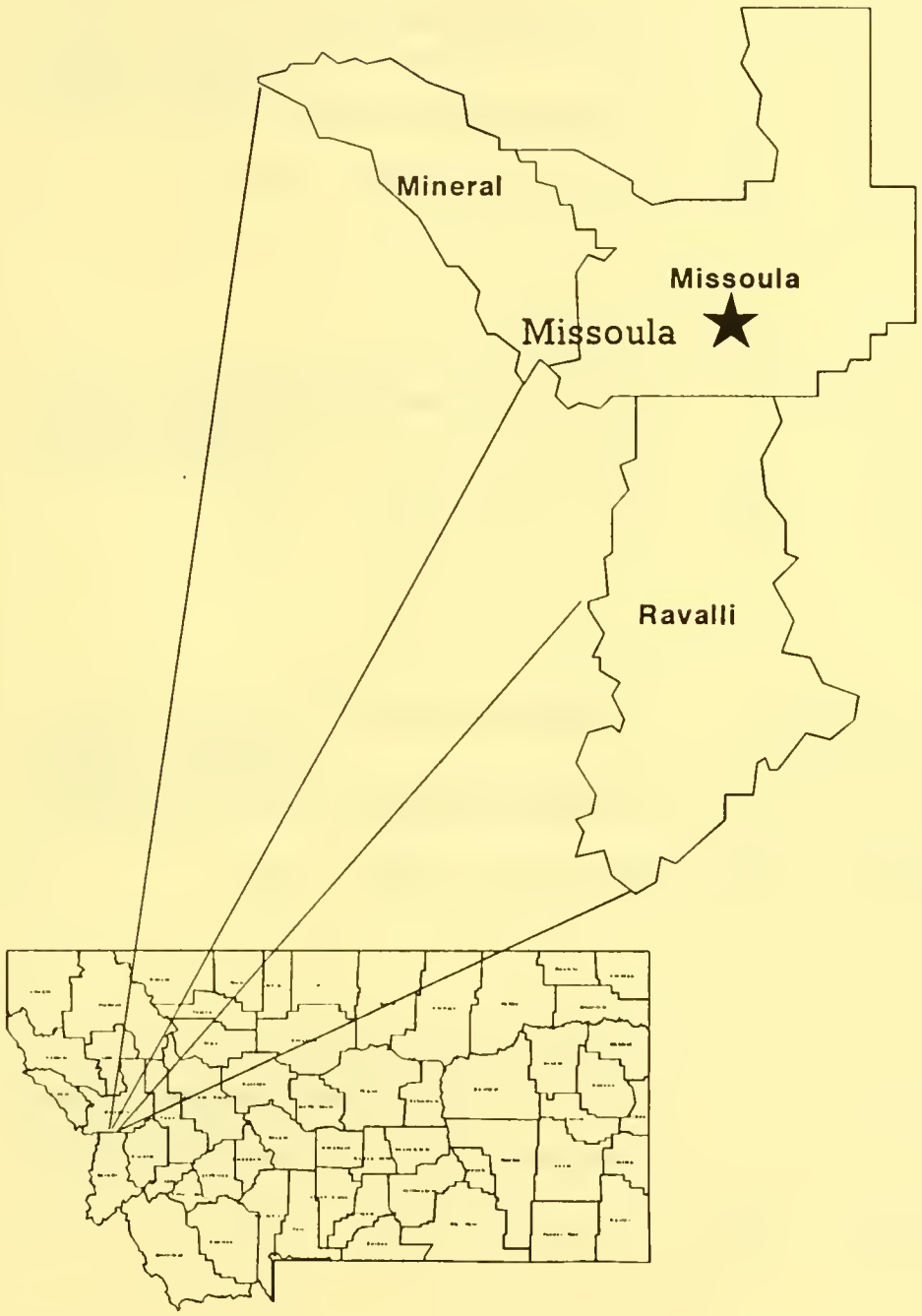
Prevailing Wage Rates

District 2 - Missoula



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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 02 - MISSOULA							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	10.68	0.17	0.00	0.40	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	6.36	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	9.57	0.00	0.00	0.13	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 02 - MISSOULA *							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER * DOT CODE - 828.281-010 *	10.86	0.17	0.06	0.32	0.00	NONE	NONE
JOB TITLE - FOREST WORKER * DOT CODE - 452.687-010 *	11.28	0.24	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR * DOT CODE - 909.687-010 *	9.49	1.21	0.00	0.34	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER * DOT CODE - 406.684-014 *	5.96	0.00	0.00	0.00	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 02 - MISSOULA *							
JOB TITLE - JANITOR-BUILDING MAINTENANCE *							
DOT CODE - 382.664-010 *							
	9.37	0.00	0.00	0.23	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR *							
DOT CODE - 381.137-010 *							
	8.32	0.00	0.00	0.35	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER *							
DOT CODE - 929.687-030 *							
	9.88	0.71	0.08	0.58	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE *							
DOT CODE - 620.261-010 *							
	11.48	0.89	0.06	0.60	0.00	NONE	NONE

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OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 02 - MISSOULA *							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT *							
DOT CODE - 620.261-022 *							
	16.40	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER *							
DOT CODE - 633.281-018 *							
	9.79	0.49	0.00	0.35	0.10	NONE	NONE
JOB TITLE - PEST CONTROL WORKER *							
DOT CODE - 408.381-010 *							
	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC *							
DOT CODE - 823.261-018 *							
	10.03	0.00	0.00	0.00	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 02 - MISSOULA *							
JOB TITLE - SECURITY GUARD *							
DOT CODE - 372.667-034 *							
	7.06	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK *							
DOT CODE - 899.684-014 *							
	11.42	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC *							
DOT CODE - 624.361-014 *							
	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER *							
DOT CODE - 729.281-046 *							
	17.72	0.00	0.00	0.00	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 02 - MISSOULA *							
JOB TITLE - TELEVISION AND RADIO REPAIRER *							
DOT CODE - 720.281-018 *							
	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER *							
DOT CODE - 862.684-034 *							
	7.66	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR *							
DOT CODE - 381.687-014 *							
	5.51	0.04	0.00	0.27	0.00	NONE	NONE

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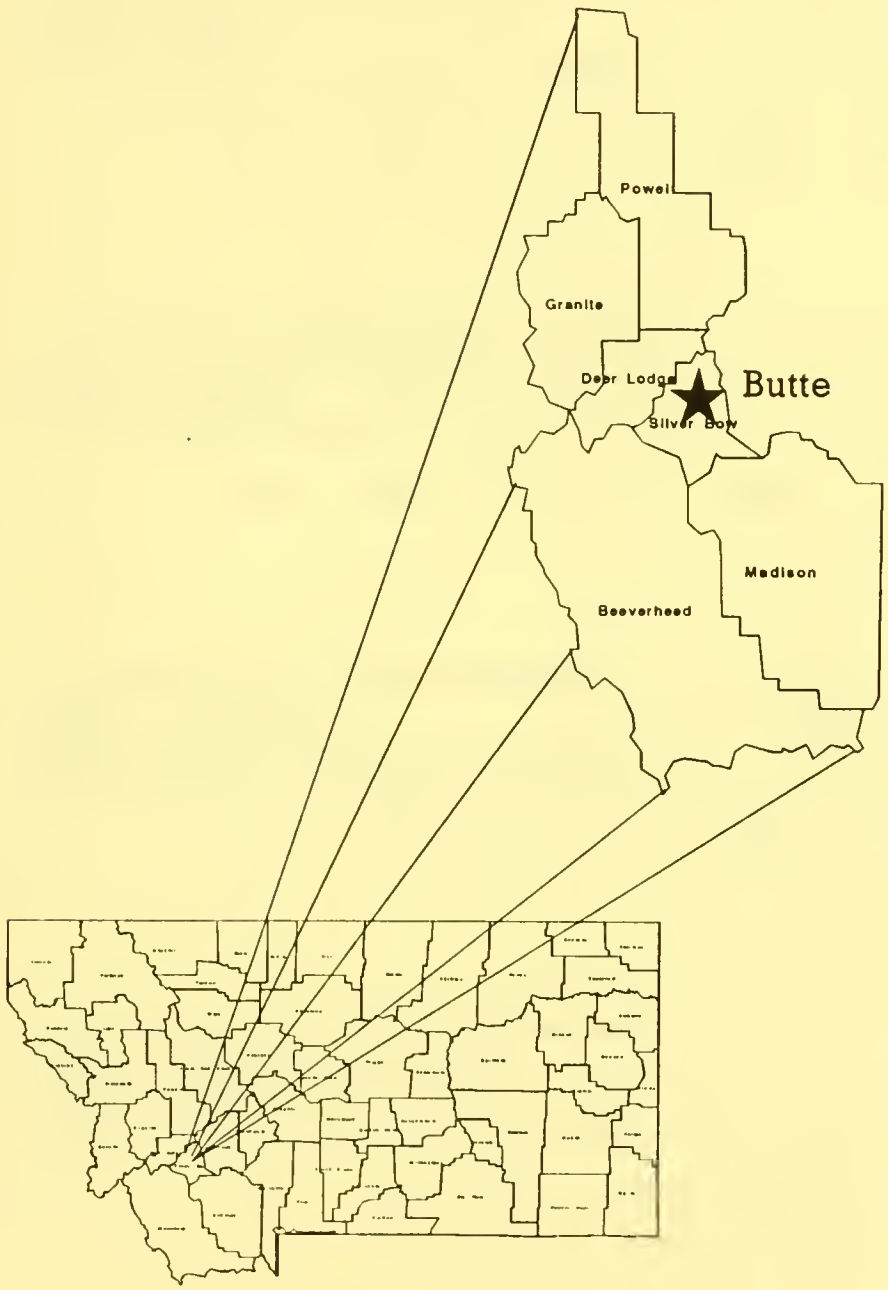
Prevailing Wage Rates

District 3 - Butte



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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 03 - BUTTE							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	10.67	1.84	0.84	0.20	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	5.94	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	9.57	0.00	0.00	0.00	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 03 - BUTTE							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER DOT CODE - 828.281-010	10.99	1.05	0.00	0.56	0.00	NONE	NONE
JOB TITLE - FOREST WORKER DOT CODE - 452.687-010	11.28	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR DOT CODE - 909.687-010	9.34	0.72	0.00	0.23	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER DOT CODE - 406.684-014	11.55	0.00	0.50	0.63	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 03 - BUTTE *							
JOB TITLE - JANITOR-BUILDING MAINTENANCE *							
DOT CODE - 382.664-010 *							
	9.37	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR *							
DOT CODE - 381.137-010 *							
	7.62	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER *							
DOT CODE - 929.687-030 *							
	15.38	1.54	0.89	0.53	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE *							
DOT CODE - 620.261-010 *							
	7.46	0.94	0.49	0.11	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 03 - BUTTE							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT DOT CODE - 620.261-022	19.60	1.97	1.20	0.75	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER DOT CODE - 633.281-018	10.64	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER DOT CODE - 408.381-010	6.37	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC DOT CODE - 823.261-018	10.03	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DILM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 03 - BUTTE							
JOB TITLE - SECURITY GUARD DOT CODE - 372.667-034	7.06	0.00	0.00	0.04	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK DOT CODE - 899.684-014	12.78	1.71	1.58	0.74	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC DOT CODE - 624.361-014	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER DOT CODE - 729.281-046	17.72	0.00	0.00	0.00	0.00	NONE	NONE

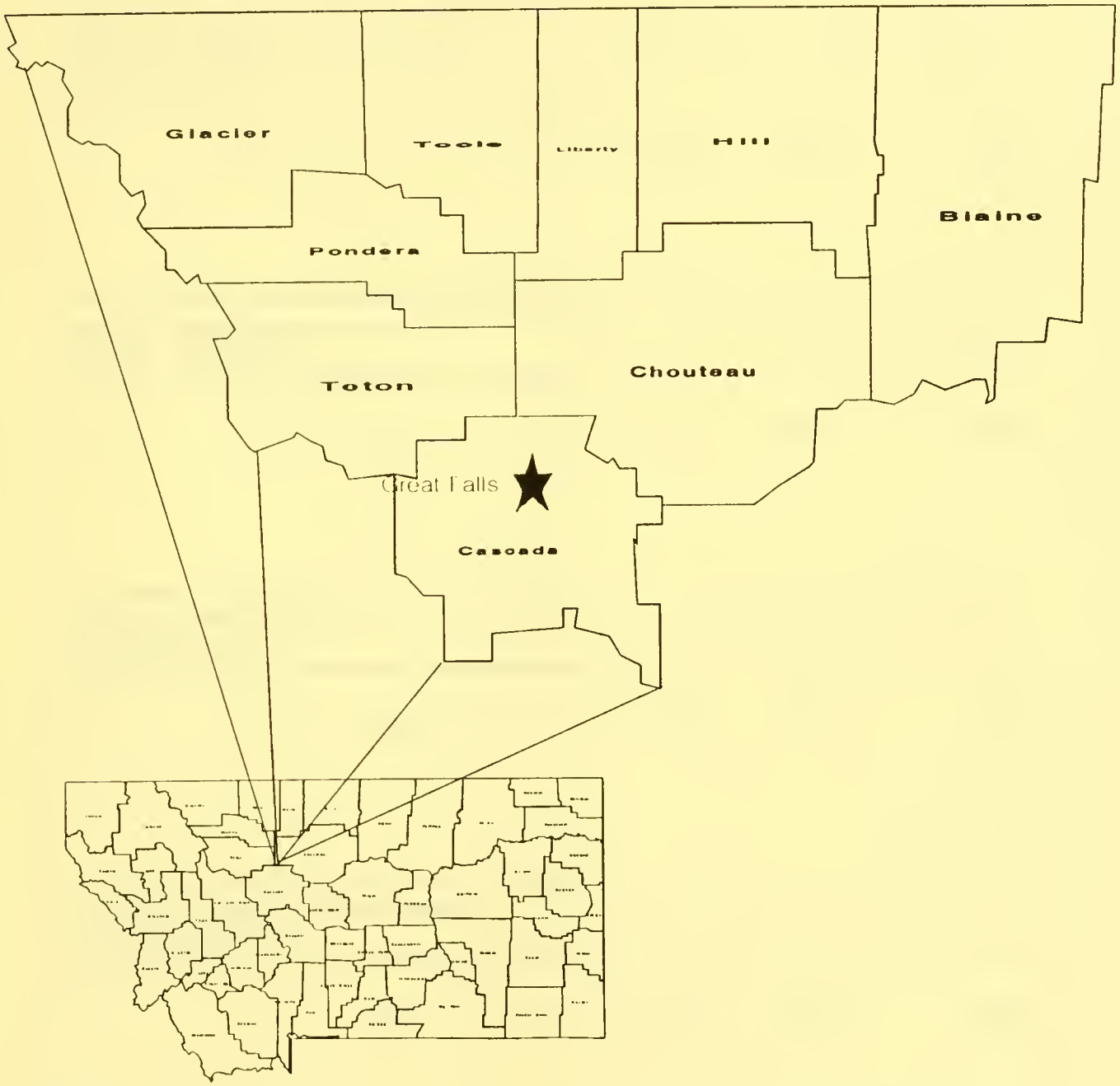
*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 03 - BUTTE *							
JOB TITLE - TELEVISION AND RADIO REPAIRER *							
DOT CODE - 720.281-018 *							
	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER *							
DOT CODE - 862.684-034 *							
	7.66	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR *							
DOT CODE - 381.687-014 *							
	5.21	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

Prevailing Wage Rates

District 4 - Great Falls



NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 04 - GREAT FALLS							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	10.68	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	5.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	9.57	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 04 - GREAT FALLS *							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER *							
DOT CODE - 828.281-010 *							
	10.99	2.69	0.00	0.35	0.00	NONE	NONE
JOB TITLE - FOREST WORKER *							
DOT CODE - 452.687-010 *							
	11.09	0.81	1.27	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR *							
DOT CODE - 909.687-010 *							
	12.86	0.57	1.55	0.34	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER *							
DOT CODE - 406.684-014 *							
	6.40	0.52	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DILM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 04 - GREAT FALLS							
JOB TITLE - JANITOR-BUILDING MAINTENANCE DOT CODE - 382.664-010	8.97	1.17	0.88	0.27	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR DOT CODE - 381.137-010	5.36	0.00	0.00	0.21	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER DOT CODE - 929.687-030	8.95	1.46	0.13	0.38	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE DOT CODE - 620.261-010	10.28	0.43	0.09	0.27	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 04 - GREAT FALLS							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT DOT CODE - 620.261-022	17.74	2.48	2.50	0.28	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER DOT CODE - 633.281-018	7.79	0.48	0.00	0.30	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER DOT CODE - 408.381-010	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC DOT CODE - 823.261-018	10.29	0.28	0.00	0.07	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 04 - GREAT FALLS							
JOB TITLE - SECURITY GUARD DOT CODE - 372.667-034	8.60	0.48	0.00	0.14	0.01	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK DOT CODE - 899.684-014	11.42	1.11	0.74	0.63	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC DOT CODE - 624.361-014	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER DOT CODE - 729.281-046	17.72	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 04 - GREAT FALLS *							
JOB TITLE - TELEVISION AND RADIO REPAIRER *							
DOT CODE - 720.281-018 *							
	7.04	2.53	0.00	0.16	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER *							
DOT CODE - 862.684-034 *							
	8.77	0.67	0.16	0.82	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR *							
DOT CODE - 381.687-014 *							
	4.84	0.00	0.00	0.03	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

Prevailing Wage Rates

District 5 - Helena

NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 05 - HELENA							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	10.68	0.97	0.00	0.00	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	6.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	9.57	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 05 - HELENA *							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER *							
DOT CODE - 828.281-010 *							
	13.36	0.15	0.00	0.49	0.00	NONE	NONE
JOB TITLE - FOREST WORKER *							
DOT CODE - 452.687-010 *							
	11.28	0.59	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR *							
DOT CODE - 909.687-010 *							
	10.99	1.47	0.64	0.00	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER *							
DOT CODE - 406.684-014 *							
	9.11	0.96	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 05 - HELENA							
JOB TITLE - JANITOR-BUILDING MAINTENANCE DOT CODE - 382.664-010	9.48	1.13	0.55	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR DOT CODE - 381.137-010	8.46	0.49	0.00	0.00	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER DOT CODE - 929.687-030	9.18	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE DOT CODE - 620.261-010	10.73	1.07	0.16	0.17	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 05 - HELENA *							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT *							
DOT CODE - 620.261-022 *							
	8.60	0.47	0.00	0.33	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER *							
DOT CODE - 633.281-018 *							
	8.84	0.41	0.04	0.28	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER *							
DOT CODE - 408.381-010 *							
	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC *							
DOT CODE - 823.261-018 *							
	10.03	0.77	0.00	0.18	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 05 - HELENA							
JOB TITLE - SECURITY GUARD DOT CODE - 372.667-034							
	7.06	0.00	0.00	0.13	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK DOT CODE - 899.684-014							
	11.26	1.11	0.74	0.63	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC DOT CODE - 624.361-014							
	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER DOT CODE - 729.281-046							
	17.72	0.00	0.00	0.00	0.00	NONE	NONE

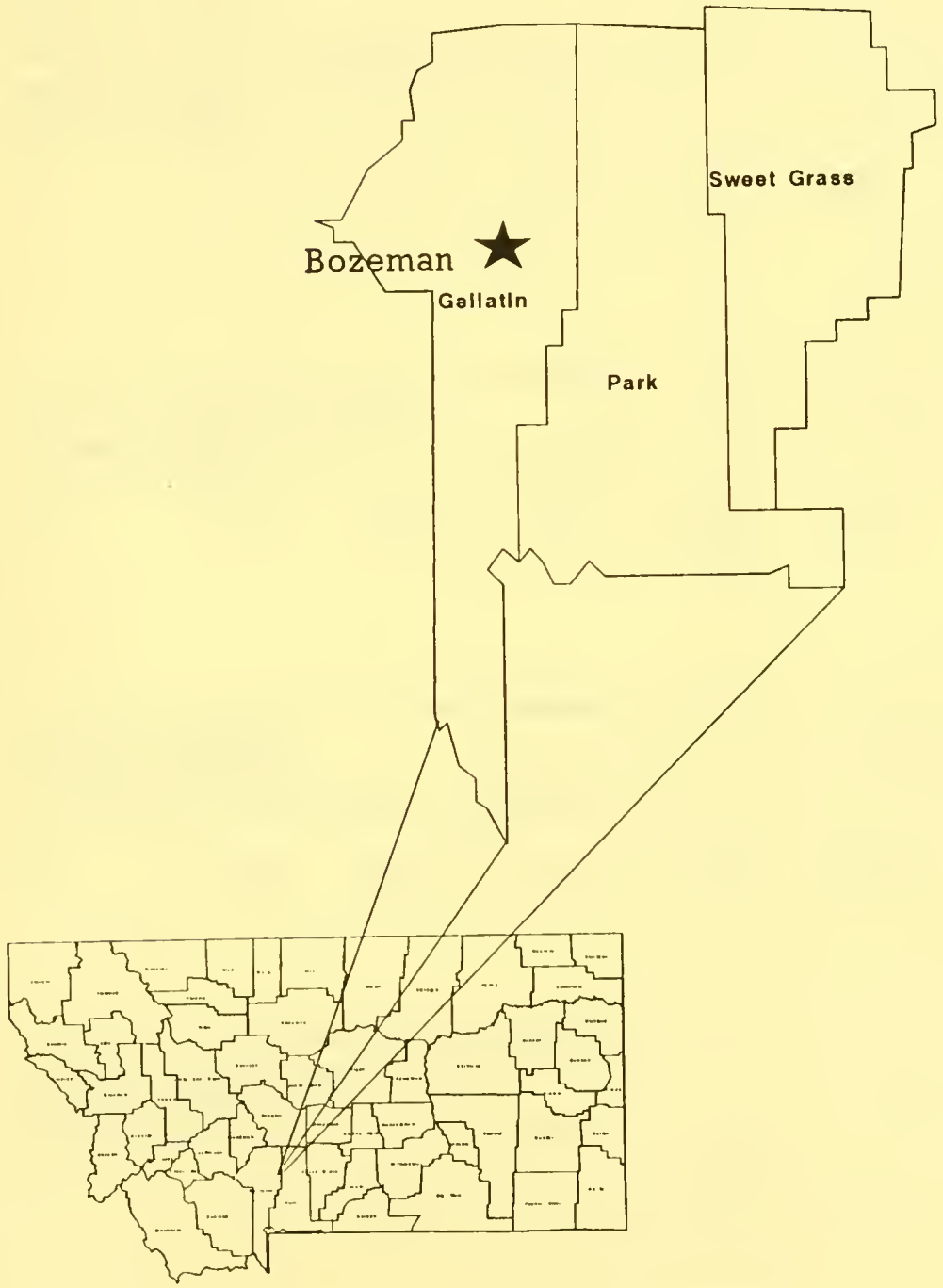
*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 05 - HELENA *							
JOB TITLE - TELEVISION AND RADIO REPAIRER *							
DOT CODE - 720.281-018 *							
	7.50	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER *							
DOT CODE - 862.684-034 *							
	7.66	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR *							
DOT CODE - 381.687-014 *							
	6.81	0.82	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

Prevailing Wage Rates

District 6 - Bozeman



NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 06 - BOZEMAN							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	9.84	0.00	0.00	0.13	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	5.94	0.00	0.00	0.18	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	11.00	0.00	0.00	0.42	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	12.63	0.90	0.00	0.45	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 06 - BOZEMAN *							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER * DOT CODE - 828.281-010 *							
	10.99	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - FOREST WORKER * DOT CODE - 452.687-010 *							
	11.28	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR * DOT CODE - 909.687-010 *							
	11.76	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER * DOT CODE - 406.684-014 *							
	6.75	0.23	0.09	0.06	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 06 - BOZEMAN *							
JOB TITLE - JANITOR-BUILDING MAINTENANCE *							
DOT CODE - 382.664-010 *							
	9.37	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR *							
DOT CODE - 381.137-010 *							
	7.62	0.35	0.00	0.14	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER *							
DOT CODE - 929.687-030 *							
	8.10	0.56	0.21	0.17	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE *							
DOT CODE - 620.261-010 *							
	9.04	0.30	0.04	0.26	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 06 - BOZEMAN *							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT *							
DOT CODE - 620.261-022 *							
	16.40	0.39	0.00	0.00	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER *							
DOT CODE - 633.281-018 *							
	8.81	0.70	0.07	0.45	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER *							
DOT CODE - 408.381-010 *							
	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC *							
DOT CODE - 823.261-018 *							
	10.03	0.00	0.00	0.38	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 06 - BOZEMAN							
JOB TITLE - SECURITY GUARD DOT CODE - 372.667-034	7.06	0.11	0.00	0.16	0.06	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK DOT CODE - 899.684-014	11.42	0.00	0.73	0.00	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC DOT CODE - 624.361-014	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER DOT CODE - 729.281-046	17.72	0.00	0.00	0.00	0.00	NONE	NONE

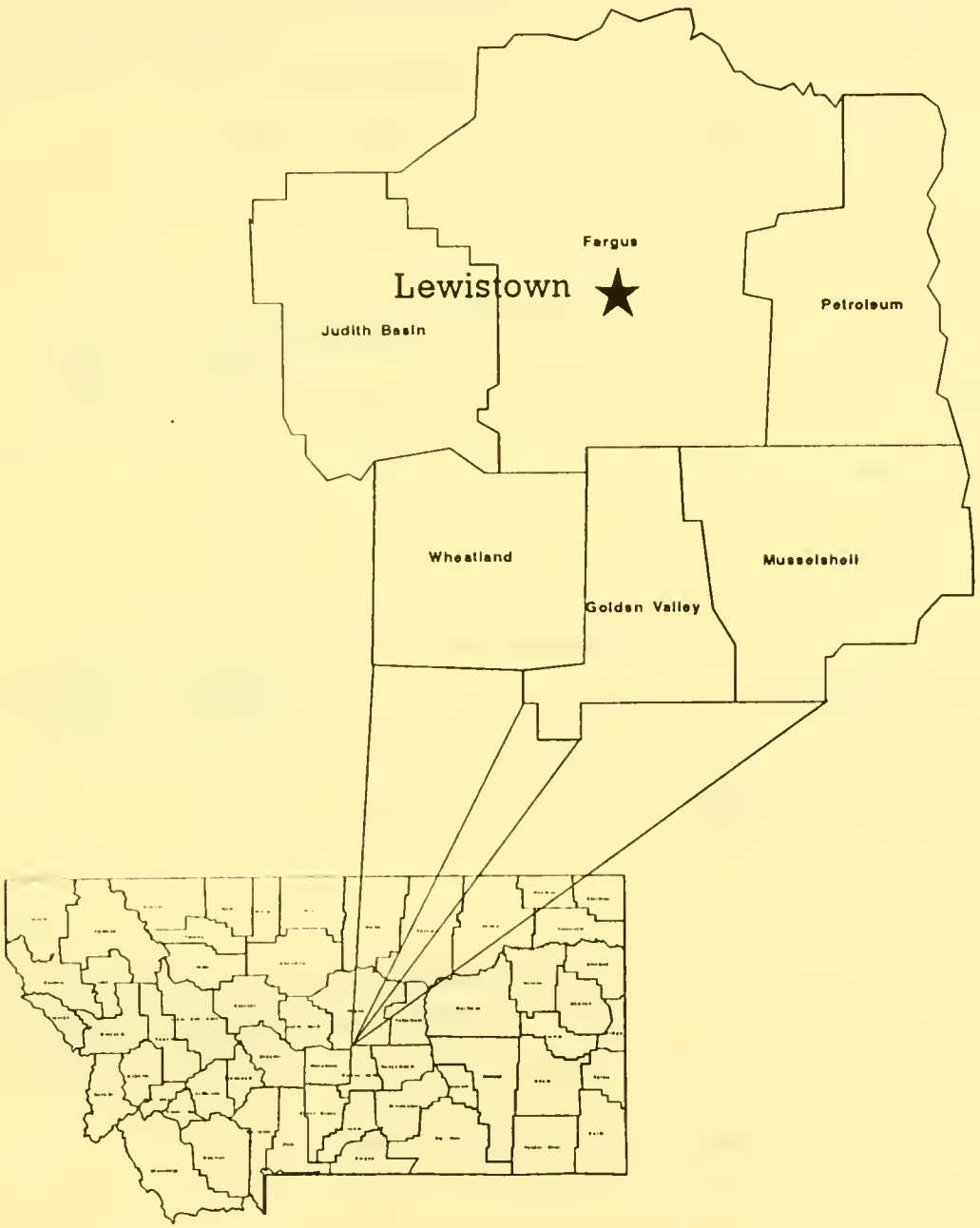
*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 06 - BOZEMAN *							
JOB TITLE - TELEVISION AND RADIO REPAIRER *							
DOT CODE - 720.281-018 *							
	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER *							
DOT CODE - 862.684-034 *							
	7.66	0.48	0.00	0.21	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR *							
DOT CODE - 381.687-014 *							
	5.19	0.10	0.00	0.02	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

Prevailing Wage Rates

District 7 - Lewistown



NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 07 - LEWISTOWN *							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE * DOT CODE - 827.261-010 *							
	10.68	0.00	0.00	0.32	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER * DOT CODE - 806.684-038 *							
	5.94	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER * DOT CODE - 864.381-010 *							
	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER * DOT CODE - 639.281-014 *							
	9.57	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 07 - LEWISTOWN							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER DOT CODE - 828.281-010	10.99	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - FOREST WORKER DOT CODE - 452.687-010	11.28	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR DOT CODE - 909.687-010	4.52	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER DOT CODE - 406.684-014	7.87	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 07 - LEWISTOWN *							
JOB TITLE - JANITOR-BUILDING MAINTENANCE *							
DOT CODE - 382.664-010 *							
	9.37	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR *							
DOT CODE - 381.137-010 *							
	7.62	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER *							
DOT CODE - 929.687-030 *							
	9.18	0.00	0.00	0.33	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE *							
DOT CODE - 620.261-010 *							
	9.12	0.00	0.00	0.14	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 07 - LEWISTOWN *							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT *							
DOT CODE - 620.261-022 *							
	16.40	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER *							
DOT CODE - 633.281-018 *							
	10.64	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER *							
DOT CODE - 408.381-010 *							
	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC *							
DOT CODE - 823.261-018 *							
	10.03	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 07 - LEWISTOWN							
JOB TITLE - SECURITY GUARD DOT CODE - 372.667-034	7.06	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK DOT CODE - 899.684-014	11.42	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC DOT CODE - 624.361-014	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER DOT CODE - 729.281-046	17.72	0.00	0.00	0.00	0.00	NONE	NONE

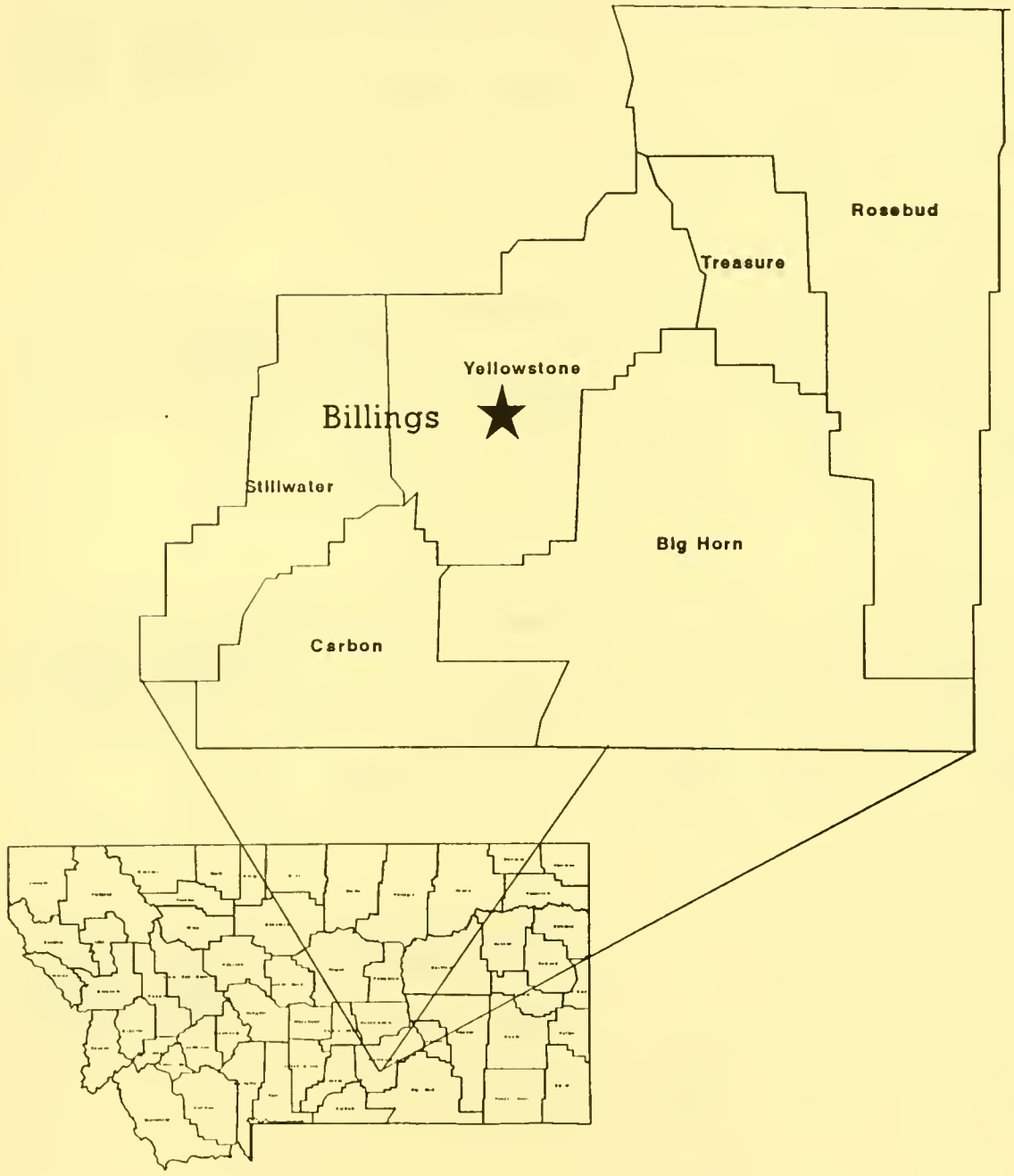
*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 07 - LEWISTOWN							
JOB TITLE - TELEVISION AND RADIO REPAIRER DOT CODE - 720.281-018							
	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER DOT CODE - 862.684-034							
	7.66	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR DOT CODE - 381.687-014							
	5.21	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

Prevailing Wage Rates

District 8 - Billings



NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 08 - BILLINGS							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	10.68	0.00	0.00	0.30	0.15	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	5.94	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	6.54	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	8.87	1.85	0.00	0.35	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 08 - BILLINGS							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER DOT CODE - 828.281-010	9.92	0.97	0.00	0.18	0.00	NONE	NONE
JOB TITLE - FOREST WORKER DOT CODE - 452.687-010	11.28	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR DOT CODE - 909.687-010	11.76	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER DOT CODE - 406.684-014	7.29	0.09	0.00	0.06	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 08 - BILLINGS *							
JOB TITLE - JANITOR-BUILDING MAINTENANCE *							
DOT CODE - 382.664-010 *							
	9.82	0.79	0.45	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR *							
DOT CODE - 381.137-010 *							
	8.58	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER *							
DOT CODE - 929.687-030 *							
	7.05	0.48	0.06	0.26	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE *							
DOT CODE - 620.261-010 *							
	11.07	0.68	0.15	0.41	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 08 - BILLINGS							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT DOT CODE - 620.261-022	11.95	1.37	0.91	0.00	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER DOT CODE - 633.281-018	17.82	0.32	0.05	0.18	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER DOT CODE - 408.381-010	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC DOT CODE - 823.261-018	10.03	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 08 - BILLINGS *							
JOB TITLE - SECURITY GUARD * DOT CODE - 372.667-034 *							
	7.56	0.00	0.00	0.28	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK * DOT CODE - 899.684-014 *							
	11.42	0.70	0.00	0.54	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC * DOT CODE - 624.361-014 *							
	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER * DOT CODE - 729.281-046 *							
	17.72	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 08 - BILLINGS *							
JOB TITLE - TELEVISION AND RADIO REPAIRER *							
DOT CODE - 720.281-018 *	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER *							
DOT CODE - 862.684-034 *	6.00	1.25	0.75	0.30	0.15	NONE	NONE
JOB TITLE - CLEANER/JANITOR *							
DOT CODE - 381.687-014 *	5.00	0.04	0.01	0.03	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

Prevailing Wage Rates

District 9 - Glasgow

NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 09 - GLASGOW *							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE * DOT CODE - 827.261-010 *							
	10.68	0.00	0.00	0.68	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER * DOT CODE - 806.684-038 *							
	5.50	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER * DOT CODE - 864.381-010 *							
	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER * DOT CODE - 639.281-014 *							
	9.57	3.04	0.00	0.58	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 09 - GLASGOW							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER DOT CODE - 828.281-010	10.99	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - FOREST WORKER DOT CODE - 452.687-010	11.28	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR DOT CODE - 909.687-010	11.76	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER DOT CODE - 406.684-014	7.87	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 09 - GLASGOW *							
JOB TITLE - JANITOR-BUILDING MAINTENANCE *							
DOT CODE - 382.664-010 *							
	9.37	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR *							
DOT CODE - 381.137-010 *							
	7.62	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER *							
DOT CODE - 929.687-030 *							
	7.33	1.78	0.00	0.46	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE *							
DOT CODE - 620.261-010 *							
	8.99	0.22	0.03	0.31	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 09 - GLASGOW							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT DOT CODE - 620.261-022	16.40	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER DOT CODE - 633.281-018	10.64	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER DOT CODE - 408.381-010	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC DOT CODE - 823.261-018	10.03	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 09 - GLASGOW							
JOB TITLE - SECURITY GUARD DOT CODE - 372.667-034	7.06	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK DOT CODE - 899.684-014	11.42	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC DOT CODE - 624.361-014	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER DOT CODE - 729.281-046	17.72	0.00	0.00	0.00	0.00	NONE	NONE

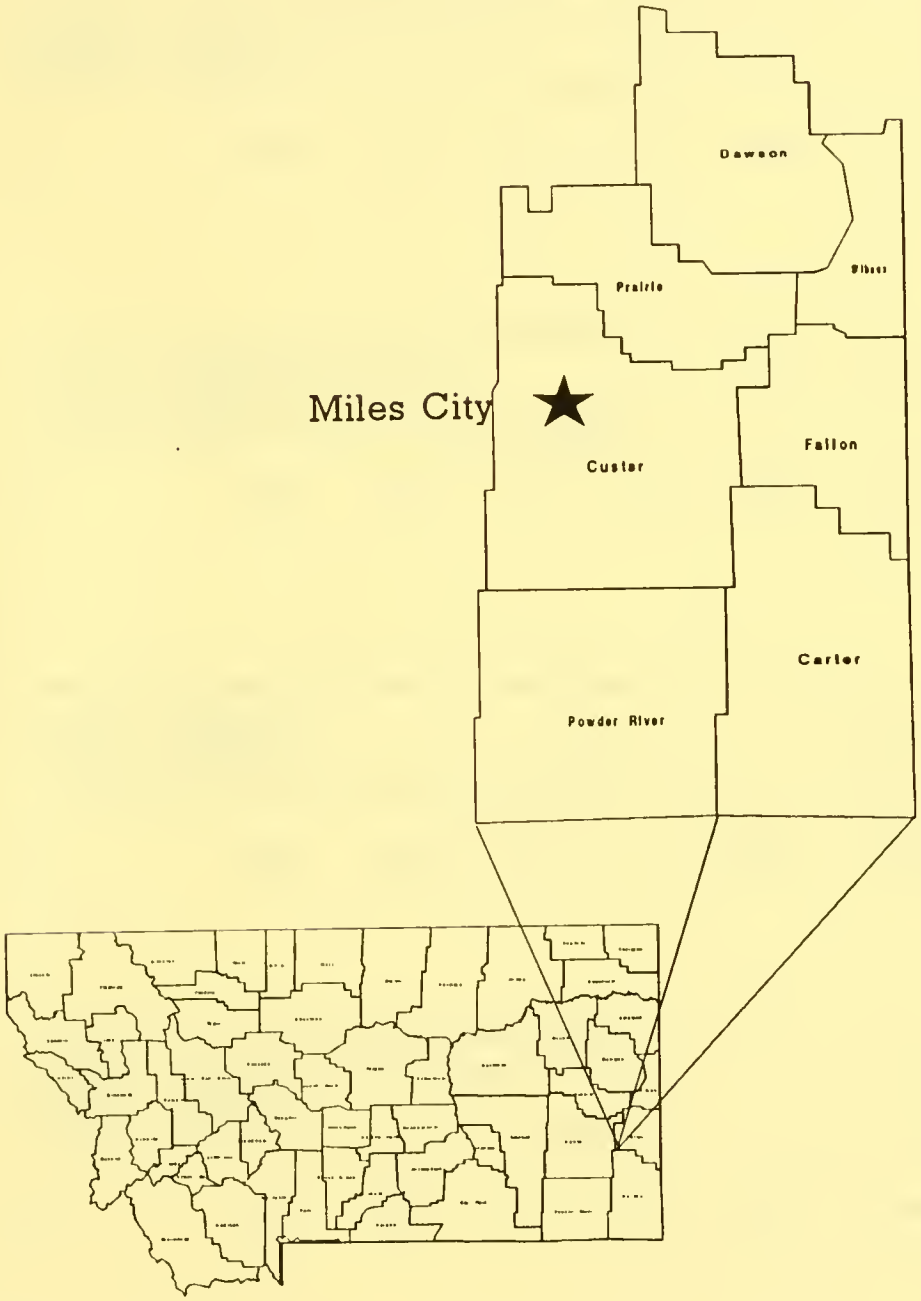
*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 09 - GLASGOW *							
JOB TITLE - TELEVISION AND RADIO REPAIRER * DOT CODE - 720.281-018 *							
	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER * DOT CODE - 862.684-034 *							
	7.66	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR * DOT CODE - 381.687-014 *							
	5.21	0.00	0.00	0.08	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

Prevailing Wage Rates

District 10 - Miles City



NOTE: If the date is after July 1, 1995 these rates may have been updated. Please confirm before using.

Research and Analysis Bureau

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 10 - MILES CITY							
JOB TITLE - APPLIANCE SERVICE REPRESENTATIVE DOT CODE - 827.261-010	10.68	0.00	0.00	0.66	0.00	NONE	NONE
JOB TITLE - AUTO ACCESSORIES INSTALLER DOT CODE - 806.684-038	5.94	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CARPET LAYER DOT CODE - 864.381-010	8.57	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - COIN MACHINE SERVICER REPAIRER DOT CODE - 639.281-014	9.84	2.92	1.28	0.57	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 10 - MILES CITY *							
JOB TITLE - ELECTRONICS MECHANIC, COMPUTER *							
DOT CODE - 828.281-010 *							
	10.99	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - FOREST WORKER *							
DOT CODE - 452.687-010 *							
	11.28	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GARBAGE COLLECTOR *							
DOT CODE - 909.687-010 *							
	11.76	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - GROUNDSKEEPER *							
DOT CODE - 406.684-014 *							
	7.87	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS							
DISTRICT - 10 - MILES CITY							
JOB TITLE - JANITOR-BUILDING MAINTENANCE DOT CODE - 382.664-010	9.37	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - JANITORIAL SERVICES SUPERVISOR DOT CODE - 381.137-010	7.62	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - MATERIAL HANDLER DOT CODE - 929.687-030	7.00	1.14	0.00	0.37	0.00	NONE	NONE
JOB TITLE - MECHANIC, AUTOMOBILE DOT CODE - 620.261-010	7.25	0.14	0.00	0.41	0.00	NONE	NONE

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MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 10 - MILES CITY *							
JOB TITLE - MECHANIC, CONSTRUCTION EQUIPMENT * DOT CODE - 620.261-022 *	16.40	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - OFFICE MACHINE SERVICER * DOT CODE - 633.281-018 *	10.64	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - PEST CONTROL WORKER * DOT CODE - 408.381-010 *	6.74	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - RADIO MECHANIC * DOT CODE - 823.261-018 *	10.63	0.29	0.00	0.32	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 10 - MILES CITY *							
JOB TITLE - SECURITY GUARD * DOT CODE - 372.667-034 *							
	7.06	0.00	0.00	0.50	0.00	NONE	NONE
JOB TITLE - SNOW-PLOW OPERATOR, TRUCK * DOT CODE - 899.684-014 *							
	11.42	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - SPRINKLER IRRIGATION EQUIPMENT MECHANIC * DOT CODE - 624.361-014 *							
	7.00	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - X-RAY EQUIPMENT SERVICER * DOT CODE - 729.281-046 *							
	17.72	0.00	0.00	0.00	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.

MONTANA PREVAILING WAGE SERVICES	PREV WAGE RATE	HEALTH/ WELFARE	PENSION	*VACATION (included in pw rate)	TRAINING	TRAVEL MATRIX	PER DIEM RATE
OCCUPATION - SERVICE OCCUPATIONS *							
DISTRICT - 10 - MILES CITY *							
JOB TITLE - TELEVISION AND RADIO REPAIRER * DOT CODE - 720.281-018 *							
	7.27	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - WATER SOFTENER SERVICER * DOT CODE - 862.684-034 *							
	7.66	0.00	0.00	0.00	0.00	NONE	NONE
JOB TITLE - CLEANER/JANITOR * DOT CODE - 381.687-014 *							
	5.39	0.00	0.00	0.01	0.00	NONE	NONE

*Vacation amount is included in the prevailing rate and is to be subtracted from the hourly rate after taxes if signatory to a collective bargaining agreement or subject to a qualified ERISA plan. All others must pay the prevailing rate. See page i for a complete explanation.